

**Commonwealth of Massachusetts
Department of Telecommunications and Energy
Fitchburg Gas and Electric Light Company
Docket No. D.T.E. 02-24/25
Responses to the Attorney General's Seventh Set of Information Requests**

Request No. AG-7-58 (Electric)

Referring to pages 39, line 19-20 of Mr. Collin's prefiled testimony, please provide a complete and detailed description of the "planned program" of moving salary ranges and base salaries.

Response:

The Company's "planned program" is to budget between 1% and 2% above the market average salary increase each year until the Company's pay levels reach the median in the marketplace. For example, in 2001, the average salary increase in the employment market was expected to be between 3.7% and 4.0% of pay; Fitchburg Gas and Electric Light Company spent 4.8% for salary increases in order to make progress in catching up to the median.

Person Responsible: Mark H. Collin